

## Article - Labor and Employment

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§3-1503.

(a) Except as provided in subsection (b) of this section, an employer may not, at any time before the first in-person interview, require an applicant to disclose whether the applicant has a criminal record or has had criminal accusations brought against the applicant.

(b) An employer may require an applicant to disclose during the first in-person interview with the applicant whether the applicant has a criminal record or has had criminal accusations brought against the applicant.

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